

March 24, 2025

To All Applicants:

Akira Nakamura, PhD
Director, Institute of Molecular Embryology & Genetics
Kumamoto University

Open Call for Professor, Independent Associate Professor, or Independent Lecturer Positions at the Institute of Molecular Embryology and Genetics (IMEG), Kumamoto University (Women-Only Recruitment)

The Institute of Molecular Embryology and Genetics (IMEG) at Kumamoto University is now seeking applications for the position of Professor, Associate Professor (*¹ Independent Associate Professor) or Lecturer (*² Independent Lecturer). We welcome applications from individuals who can develop original research in the following areas: (1) the control mechanisms of life at the cell, organ, or individual levels; (2) the origination, maturation and regeneration of internal organs and tissues; (3) the quantification and mathematical modeling of life phenomena; and (4) the integration of life phenomena and engineering fields, and who can actively collaborate with IMEG faculty members.

*¹ An “independent associate professor” at IMEG is an associate professor who manages their own laboratory and can be promoted to full professor based on evaluation and assessment of their achievements (in recent years, one independent associate professor was promoted to full professor in AY2011, and two in AY2022).

*² An “independent lecturer” at IMEG is a lecturer who manages their own laboratory and can be promoted to full professor or associate professor. If appointed as an independent lecturer, you will be assigned a mentor from among the professors at the institute and will be provided research space as the principal investigator (PI), where you will be able to manage your own research group. This independent lecturer (PI) position is an exclusive appointment available for this recruitment only, and it aims to cultivate young researchers as a PI. A professor or independent professor’s post was repurposed to set up this position, meaning that an independent lecturer will be given an opportunity to be promoted to full professor or independent associate professor within 10 years.

Applicants can simultaneously apply for one, two, or all three of the positions above. Please specify the position(s) you would like to apply for (“Professor”, “Associate Professor (Independent Associate Professor)”, or Lecturer (“Independent Lecturer”) in the “Research & Education Aspirations” in Form 5 so that the selection committee can take your desire into consideration.

IMEG’s mission is to conduct world-class research and develop highly competent life-science researchers in the field of embryonic medicine. Certified by the Japanese Ministry of Education, Culture, Sports, Science and Technology (MEXT) as a national cooperative research center, we promote collaboration between domestic and international research communities. In 2012, we established the Center for Organ Regeneration Research (CORRE) for the purpose of bridging the gap between pure research and clinical practice. Furthermore, in 2022, we founded the Research Center for High Depth Omics and established the system to perform high-depth analysis at the single-cell level.

Strong Support for Young Independent Researchers

The Liaison Laboratory Research Promotion Center (LILA) at IMEG has a dedicated team of technicians including 3 specialists with Ph.D. to support your research in various ways, such as operating state-of-the-art common equipment. With the help of LILA, newly recruited researchers can engage in their research immediately after starting their position. For more details of LILA, see: <http://www.imeg.kumamoto-u.ac.jp/lila/>

Additionally, the Institute of Resource Development and Analysis (IRDA), which is located next to IMEG, has a comprehensive animal experimentation and technical support system that uses genetically modified mice.

<https://irda.kuma-u.jp/en/>

Kumamoto University was selected by MEXT to participate in the “The Program for Promoting the Enhancement of Research Universities” and, as part of this initiative, we are working toward strengthening its world-class research capabilities.

https://www.kumamoto-u.ac.jp/kenkyuu_sangakurenkei/kenkyuu/news/20130807

In this recruitment, we are seeking up-and-coming Professors, Associate Professors (Independent Associate Professors) or Lecturers (Independent Lecturers) who will lead their own laboratory to pursue cutting-edge research in medical and life sciences, getting the most out of the support that IMEG offers.

Supportive Environment for Female Researchers

Kumamoto University promotes gender equality, and IMEG has its own gender equality initiatives. Currently, 6% of the faculty members at IMEG are women. We welcome and encourage applications from female researchers for this open call, and this position is reserved for women.

*For gender equality initiatives that are being implemented at Kumamoto University and IMEG, see:

<http://gender.kumamoto-u.ac.jp/>, <http://www.imeg.kumamoto-u.ac.jp/danjo/>

*For an overview of IMEG, refer to our website at: <http://www.imeg.kumamoto-u.ac.jp/en/>

Details of the Position

1. Job Title & Number of Positions Available Professor or Independent Associate Professor: 1
Professor, Associate Professor (Independent Associate Professor) or Lecturer (Independent Lecturer): 1
2. Affiliation The Institute of Molecular Embryology & Genetics (IMEG), Kumamoto University
3. Start of Employment As soon as possible after November 1, 2025 (negotiable)
4. Required Qualification Must hold a doctoral degree (including equivalent degrees awarded overseas)
5. Application Deadline Application must arrive by **Wednesday, April 30, 2025**
6. Working Conditions
 - Duties:
Engage in duties as a professor, associate professor (independent associate professor), or lecturer (independent lecturer), however, the duties are subject to change as specified by Kumamoto University.
 - Type of Employment:
Specialized Discretionary Labor based on mutual agreement
The working hours are left to the discretion of the employee, with the daily working time considered to be 7 hours and 45 minutes.
 - Term of Employment: Fixed-term position
 - **Professor:** 5 years from the date of appointment (reappointment is possible once. One may be converted to a tenure-track position without a fixed term upon review).
 - **Associate Professor (Independent Associate Professor):** 5 years from the date of appointment (reappointment is possible once. Upon review, one may be promoted to professor within 10 years of employment).

- **Lecturer (Independent Lecturer):** 5 years from the date of appointment (reappointment is possible once under the same evaluation criteria as for associate professor. Upon review, one may be promoted to professor or associate professor (independent associate professor) within 10 years of employment).

Reference: Kumamoto University Regulations on Term of Employment for Employees

<http://kokai.jimu.kumamoto-u.ac.jp/~kisoku/act/frame/frame110000060.htm>

- Probationary Period:
6 months
- Place of Work:
Kumamoto University Honjo Central Campus, however it is subject to change as specified by Kumamoto University.
- Overtime Work:
Overtime, including late-night and holiday work, may be required.
- Salary:
In accordance with the Kumamoto University Regulations on Salary for Employees under the Annual Salary System (2nd-grade annual salary system).
- Social Security:
The employees will be enrolled in the Ministry of Education, Culture, Sports, Science and Technology (MEXT) Mutual Aid Association, Employment Insurance, and Workers' Accident Compensation Insurance.
- Employer:
Kumamoto University

7. Post-employment Conditions:

Professors, associate professors (independent associate professors), and lecturers (independent lecturers) are expected to teach classes at the graduate school (Graduate School of Medical Sciences and/or Graduate School of Pharmaceutical Sciences) and provide research guidance to graduate students. Upon appointment, you will be provided with dedicated research space and start-up funds. Additionally, depending on your position, the following staff employment options are available:

- **Professor:** Upon selection, one faculty member (associate professor or assistant professor) will be hired. Additionally, you will be given priority for two years with hiring one postdoctoral researcher. If your research achievements are particularly outstanding, an additional faculty member (assistant professor) may be appointed.
- **Associate Professor (Independent Associate Professor):** Upon selection, one faculty member (Assistant Professor) may be hired.
- **Lecturer (Independent Lecturer):** Upon selection, one faculty member (Assistant Professor) will be hired, or you will be given priority for two years with hiring one postdoctoral researcher.

8. Application Materials:

- (1) Letter of Recommendation (from one (1) recommender)
- (2) Contact Information for Recommender (name, affiliation, title, contact details (phone number, email address))
- (3) Resume [Form 1]

- Please be sure to include your email address and contact information.
- Regardless of your gender, please indicate in the remarks any periods of extended leave from work due to childbirth, childcare, or nursing care (for elderly relatives).

(4) List of Achievements [Form 2]

(5) List of Major Research Papers (including reviews) [Form 3]

(6) Outline of Achievements Related to Research and Education [Form 4]

(7) Aspirations for Research and Education [Form 5]

(8) Research Plan [Form 6]

(9) Reprints of up to five (5) major papers

Please attach reprints of up to five major papers listed in the major research papers.

The forms for (3) to (8) can be downloaded from the following websites:

- Kumamoto University website [Recruiting Information]
<https://www.kumamoto-u.ac.jp/daigakujuhou/saiyou/index>
- Institute of Molecular Embryology and Genetics (IMEG) website [Job Openings]
<http://www.imeg.kumamoto-u.ac.jp/>

9. How to Apply: Email

- Applicants should submit electronic versions (PDF) of the application materials (2) through (8) listed in "8. Application Materials". Please combine items (2) through (8) into a single PDF file, and submit item (9) as individual PDF files for each paper. Ensure that all file names include your name in alphabetical characters.
- Example: (2) to (8): Taro_Kumadai_CV.pdf; (9): Taro_Kumadai_1.pdf, Taro_Kumadai_2.pdf, Taro_Kumadai_3.pdf, Taro_Kumadai_4.pdf, Taro_Kumadai_5.pdf
- The letter of recommendation (item (1)) should be sent directly by the recommender to the email address specified below in Section 10.
- The subject of the email should be "Kumamoto University IMEG Application Documents - «Your Name»"
- The maximum email size is 20MB. If the total file size exceeds 20MB, please notify us in advance by email. We will provide a link for an online storage.
- After receiving the application documents, the administrative staff will send you a confirmation email. If you do not receive a confirmation email within three business days, please contact us at the phone number listed below in Section 10.

10. Submission and Contact Information:

Administrative Division of Research Centers for Life Sciences

Kumamoto University

2-2-1 Honjo, Chuo-ku, Kumamoto, 860-0811 JAPAN

E-mail : iys-senter-2@jimu.kumamoto-u.ac.jp

Phone: +81 96 373 6637

11. IMEG Representative:

Akira Nakamura, Selection Committee for IMEG Professor, Associate Professor (Independent Associate Professor) or Lecturer (Independent Lecturer)

12. Miscellaneous:

- In the selection process, candidates may be asked to present at a seminar or to be interviewed (which may be conducted online).
- Personal information provided in the application materials will be used solely for the purpose of this selection and employment process in accordance with Kumamoto University regulations.
- This recruitment is aimed exclusively for women as a measure to actively improve the significantly low

percentage of female faculty members, in accordance with Article 8 of the "Equal Employment Opportunity Act" (Special Provisions for Measures Pertaining to Female Workers).

- If no applications are received during the period of exclusive recruitment for women, or if no candidates are selected as a result of the selection, the position will be opened to male applicants.
- Kumamoto University promotes diversity. For information on Kumamoto University's childcare support and gender equality initiatives, visit: <https://diversity.kumamoto-u.ac.jp/activities>
- In the evaluation of performance, the periods of parental leave, caregiving leave, and maternity/paternity leave (hereinafter referred to as 'parental leave, etc.') will be considered as follows (if there are multiple periods, they will be combined):
 - When evaluating performance over the past five years and the number of years spent engaged in research, the number of years equivalent to the periods of parental leave, etc., taken during the evaluation period will be added to the evaluation period.
 - When calculating and evaluating the number of years engaged in research, the number of years equivalent to the periods of parental leave, etc., taken during the evaluation period will be subtracted from the total years of research engagement.
 - Kumamoto University has introduced a system for utilizing research enhancement funds, which allows part of the direct costs of competitive research funds, etc., to be converted into: (1) additional salary for the principal investigator (PI), (2) allocation of discretionary expenses, and (3) funds for hiring young researchers.